

## A COMPARISON OF THE SALARIES OF LEGISLATOR IN THE UNITED STATES

| State             | Method of Setting Compensation       | Annual Salary                    |
|-------------------|--------------------------------------|----------------------------------|
| <b>California</b> | <b>Constitution/Comp Commission</b>  | <b>99,000</b>                    |
| <b>Michigan</b>   | <b>Comp Commission</b>               | <b>79,650</b>                    |
| New York          | Constitution/Statute                 | 79,500                           |
| Pennsylvania      | Statute                              | 66,203                           |
| <b>Illinois</b>   | <b>Statute/Comp Commission</b>       | <b>55,788</b>                    |
| Ohio              | Constitution/Statute                 | 54,942                           |
| Massachusetts     | Statute                              | 53,379                           |
| New Jersey        | Constitution/Statute/Comp Com        | 49,000                           |
| <b>Wisconsin</b>  | <b>Statute</b>                       | <b>45,569</b>                    |
| Oklahoma          | Statute/Comp Commission              | 38,400                           |
| Delaware          | Statute/Comp Commission              | 34,800                           |
| <b>WASHINGTON</b> | <b>Constitution/Statute/Comp Com</b> | <b>34,227</b>                    |
| Hawaii            | Comp Commission                      | 32,000                           |
| Missouri          | Constitution/Statute                 | 31,561                           |
| Maryland          | Comp Commission                      | 31,509                           |
| <b>Minnesota</b>  | <b>Statute/Comp Commission</b>       | <b>31,140</b>                    |
| <b>Colorado</b>   | <b>Statute</b>                       | <b>30,000</b>                    |
| Florida           | Statute                              | 29,916                           |
| Connecticut       | Comp Commission                      | 28,000                           |
| Alaska            | Statute/Comp Commission              | 24,012                           |
| <b>Arizona</b>    | <b>Comp Commission</b>               | <b>24,000</b>                    |
| <b>Iowa</b>       | <b>Statute/Comp Commission</b>       | <b>21,380</b>                    |
| Louisiana         | Statute                              | 16,800                           |
| Tennessee         | Constitution/Statute                 | 16,500                           |
| Georgia           | Statute                              | 16,200                           |
| <b>Idaho</b>      | <b>Comp Commission</b>               | <b>15,646</b>                    |
| <b>Oregon</b>     | <b>Statute</b>                       | <b>15,396</b>                    |
| West Virginia     | Comp Commission                      | 15,000                           |
| North Carolina    | Statute                              | 13,951                           |
| Arkansas          | Constitution/Statute                 | 13,751                           |
| Rhode Island      | Constitution                         | 12,285                           |
| Nebraska          | Constitution/Comp Commission         | 12,000                           |
| South Dakota      | Constitution/Statute                 | 12,000                           |
| Indiana           | Statute                              | 11,600                           |
| Maine             | Constitution/Statute/Comp Com        | 11,384                           |
| South Carolina    | Statute                              | 10,400                           |
| Mississippi       | Statute                              | 10,000                           |
| Texas             | Constitution                         | 7,200                            |
| Vermont           | Statute                              | 589 per wk during session        |
| New Hampshire     | Constitution                         | 200                              |
| Kentucky          | Comp Commission                      | 166 per calendar day             |
| <b>Nevada</b>     | <b>Statute</b>                       | <b>139 per day, max 60 days</b>  |
| Wyoming           | Statute                              | 125 per legislative day          |
| North Dakota      | Statute/Comp Commission              | 125 per calendar day             |
| <b>Utah</b>       | <b>Comp Commission</b>               | <b>120 per calendar day</b>      |
| Kansas            | Statute                              | 78.75 per calendar day           |
| <b>Montana</b>    | <b>Statute</b>                       | <b>76.80 per legislative day</b> |
| Alabama           | Constitution                         | 10 per calendar day              |
| Virginia          | Constitution/Statute                 | 18,000 Sen / 17,640 House        |
| New Mexico        | Constitution/Statute                 | -0-                              |

## Notes:

1. Source for salary data: National Conference of State Legislatures (NCSL).
2. Method of Selection data: *2004 Book of the States* published by the Council of State Governments (CSG).
3. Washington's Legislators ranked 12<sup>th</sup> in 2004 and in 2002.
4. **Arizona's** compensation commission recommendations are put on the ballot for a vote of the people.
5. The **Connecticut** General Assembly takes independent action pursuant to recommendations of the compensation commission.
6. **Delaware** salaries are implemented automatically if not rejected by resolution.
7. **Florida** statute provides members the same percentage increase as state employees.
8. **Hawaii** compensation commission recommendations take effect unless rejected by concurrent resolution or the governor. Any change in salary that becomes effective does not apply to the legislature to which the recommendation was submitted.
9. **Illinois** salaries are tied to employment cost index, wages and salaries for state and local government workers.
10. **Kentucky** compensation committee has not met since 1995. The most recent pay raise was initiated and passed by the General Assembly.
11. **Maine** recommendations are presented to the legislature in the form of legislation; the legislature must enact and the governor must sign into law.
12. The **Maryland** commission meets before each four-year term of office and presents recommendations to the General Assembly for action. Recommendations may be reduced or rejected; not increased.
13. In 1998, the **Massachusetts** voters passed a legislative referendum starting with the 2001 session. Members will receive an automatic increase or decrease according to the median household income for the commonwealth for the preceding two-year period.
14. In **Michigan** if resolution is offered, it is put to legislative vote; if the legislature does not vote the recommendation down, the new salaries take effect January 1 of the new year.
15. In **Minnesota** by May 1 in odd numbered years, the salary council submits salary recommendations to the presiding officers.
16. **Missouri** recommendations are adjusted by the legislature or governor if necessary.
17. **Montana** salaries are tied to the executive branch pay matrix.
18. In **Pennsylvania** each chamber receives a cost of living increase that is tied to the Consumer Price Index.
19. A 1991 **Texas** constitutional amendment was approved by voters to allow the Ethics Commission to recommend the salaries of members. Any recommendations must be approved by voters to be effective. This provision has yet to be used.
20. In 1998, in **Virginia** the Joint Rules Committee created a Legislative Compensation Commission. It was composed of two former governors and citizens that make recommendations regarding salary, per diem and office expenses.
21. The **West Virginia** compensation commission submits salary recommendations by resolution; they must be concurred with by at least four members of the commission. The Legislature must enact the resolution into law and may reduce, but not increase any item established in such resolution.
22. The **Wisconsin** commission plan is approved by the Joint Committee on Employment Relations and the governor. It is tied to state employee compensation.

## 13 Comparable States

Some years ago, the state hired the firm of Arthur Young & Company to determine the states that are comparable to Washington in aspects that most affect the salaries, benefits, and classification of state employees. The states highlighted **ORANGE** compare in:

1. Per capita state expenditures
2. Per capita income;
3. Average hourly earnings;
4. Number of full-time state employees per capita; and
5. Per capita state expenditures for education.

The list of states has remained stable over time, providing for continuity of data and decision-making. Originally, Idaho and Montana were not included. They were added because of their proximity to Washington.

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Legislator Salaries